

Table 1. Administration

Position Title	Status	Minimum	Midpoint	Maximum
President	NEGOTIABLE			
Executive Assistant to the President	Exempt	\$45,000	\$51,857	\$58,715
Administrative Assistant	Non-Exempt	\$14.00	\$16.13	\$18.27
College Relations Director	Exempt	\$55,000	\$63,381	\$71,763
Communications Specialist	Exempt	\$41,600	\$47,939	\$54,279
Content Developer	Non-Exempt	\$16.00	\$18.44	\$20.88
Facilities Director	Exempt	\$55,000	\$63,381	\$71,763
Maintenance Coordinator	Exempt	\$50,000	\$57,619	\$65,239
Maintenance HVAC Technician	Non-Exempt	\$23.50	\$27.08	\$30.66
Maintenance Custodian I	Non-Exempt	\$14.00	\$16.13	\$18.27
Maintenance Custodian II	Non-Exempt	\$14.50	\$16.71	\$18.92
Maintenance Construction Supervisor	Exempt	\$45,000	\$51,857	\$58,715
Maintenance Carpenter I	Non-Exempt	\$16.00	\$18.44	\$20.88
Maintenance Carpenter II	Non-Exempt	\$20.00	\$23.05	\$26.10
Maintenance Laborer	Non-Exempt	\$14.00	\$16.13	\$18.27
Maintenance Painter	Non-Exempt	\$15.00	\$17.29	\$19.57
Maintenance Groundskeeper and Driver/Service Technician Supervisor	Exempt	\$45,000	\$51,857	\$58,715
Maintenance Groundskeeper I	Non-Exempt	\$14.00	\$16.13	\$18.27
Maintenance Groundskeeper II	Non-Exempt	\$14.50	\$16.71	\$18.92
Maintenance Driver/Service Technician	Non-Exempt	\$16.00	\$18.44	\$20.88
Information Technology Supervisor	Exempt	\$55,000	\$63,381	\$71,763
Information Technology Technician	Non-Exempt	\$15.00	\$17.29	\$19.57
Information Technology Communications Administrator	Non-Exempt	\$18.00	\$20.74	\$23.49
Computer Support/Administrative Assistant	Non-Exempt	\$15.00	\$17.29	\$19.57
Information Technology Systems Coordinator	Exempt	\$50,000	\$57,619	\$65,239
Chief Financial Officer	Exempt	\$70,000	\$80,667	\$91,334
Accounts Receivable Specialist	Non-Exempt	\$16.00	\$18.44	\$20.88
Accounts Payable Specialist	Non-Exempt	\$16.00	\$18.44	\$20.88
Payroll Specialist	Non-Exempt	\$16.00	\$18.44	\$20.88
Contracts and Grants Director	Exempt	\$55,000	\$63,381	\$71,763
Contracts and Grants Coordinator	Exempt	\$50,000	\$57,619	\$65,239
Property and Procurement Supervisor	Exempt	\$45,000	\$51,857	\$58,715
Property and Supply Technician	Non-Exempt	\$15.00	\$17.29	\$19.57
Bookstore Manager	Exempt	\$45,000	\$51,857	\$58,715
Mailroom Specialist	Non-Exempt	\$16.00	\$18.44	\$20.88
Part-Time Mailroom Clerk	Non-Exempt	\$14.00	\$16.13	\$18.27
Safety & Security Director	Exempt	\$55,000	\$63,381	\$71,763
Safety & Security Administrator	Non-Exempt	\$18.00	\$20.74	\$23.49
Security Specialist	Non-Exempt	\$14.00	\$16.13	\$18.27
Security Officer I	Non-Exempt	\$15.00	\$17.29	\$19.57
Security Officer II	Non-Exempt	\$16.00	\$18.44	\$20.88
Human Resources Director	Exempt	\$55,000	\$63,381	\$71,763
Human Resources Benefit Administrator	Non-Exempt	\$18.00	\$20.74	\$23.49
Human Resources Administrator	Non-Exempt	\$18.00	\$20.74	\$23.49

Table 2. Academic Affairs

Position Title	Status	Minimum	Midpoint	Maximum
Vice President of Academic Affairs	Exempt	\$80,000	\$92,191	\$104,382
Academic Affairs Administrative Assistant	Non-Exempt	\$14.00	\$16.13	\$18.27
Dean of Enrollment Management	Exempt	\$65,000	\$74,905	\$84,810
Career Services Director (10 mo.)	Exempt	\$48,125	\$54,165	\$62,792
Student Activities & Retention Administrator	Exempt	\$45,000	\$51,857	\$58,715
Assistant Admissions and Recruitment Director	Non-Exempt	\$18.00	\$20.74	\$23.49
Admissions Advisor	Non-Exempt	\$16.50	\$19.01	\$21.53
Financial Aid Director	Exempt	\$55,000	\$63,381	\$71,763
Assistant Financial Aid Director	Non-Exempt	\$21.63	\$24.93	\$28.22
Enrollment Services Specialist	Non-Exempt	\$16.50	\$19.01	\$21.53

Registrar	Exempt	\$55,000	\$63,381	\$71,763
Assistant Registrar	Non-Exempt	\$16.00	\$18.44	\$20.88
Faculty Instructor I (Voc Cert, AA/AAS, BA/BS, MS/MS)	Exempt	\$38,000	\$43,791	\$49,581
Faculty Instructor II (BS w/5 TW, MS w/2 TW, PhD w/0yrs)	Exempt	\$41,250	\$47,536	\$53,822
Faculty Instructor III (BS w/10 TW, MS w/7 TW, PhD w/5yrs)	Exempt	\$44,750	\$51,569	\$58,389
Faculty Instructor IV (BS w/15 TW, MS w/12 TW, PhD w/10yrs)	Exempt	\$48,500	\$55,891	\$63,281
Faculty Instructor V (BS w/20 TW, MS w/17 TW, PhD w/15yrs)	Exempt	\$52,500	\$60,500	\$68,501
Faculty Instructor VI (BS w/25 TW, MS w/22 TW, PhD w/20yrs)	Exempt	\$56,750	\$65,398	\$74,046
Faculty Instructor VII (BS w/30 TW, MS w/27 TW, PhD w/25yrs)	Exempt	\$61,250	\$70,584	\$79,917
Faculty Instructor VIII (BS w/35 TW, MS w/32 TW, PhD w/30yrs)	Exempt	\$66,000	\$76,058	\$86,115
Intertribal Research & Resource Center Director	Exempt	\$65,000	\$74,905	\$84,810
Tribal Science Outreach Coordinator	Exempt	\$50,000	\$57,619	\$65,239
Dean of Instruction	Exempt	\$65,000	\$74,905	\$84,810
Librarian (9 mo.)	Exempt	\$40,000	\$46,095	\$52,191
Assistant Librarian (11 mo.)	Exempt	\$39,936	\$46,022	\$52,107
Institutional Research Director	Exempt	\$65,000	\$74,905	\$84,810
Institutional Research Analyst	Exempt	\$60,000	\$69,143	\$78,286
Project Development Coordinator	Exempt	\$50,000	\$57,619	\$65,239
Monarch Project Director	Exempt	\$55,000	\$63,381	\$71,763
Monarch Project Evaluation Administrator	Exempt	\$45,000	\$51,857	\$58,715
Monarch Project Coordinator	Exempt	\$50,000	\$57,619	\$65,239
High School Student Success Coach	Exempt	\$41,600	\$47,939	\$54,279
School Engagement Liaison	Exempt	\$41,600	\$47,939	\$54,279
High School Parent Liaison	Exempt	\$41,600	\$47,939	\$54,279
Career and Technical Education Director	Exempt	\$55,000	\$63,381	\$71,763
Career and Technical Education Administrative Assistant	Non-Exempt	\$14.00	\$16.13	\$18.27
Land Grant Director	Exempt	\$55,000	\$63,381	\$71,763
Land Grant Agroecology Extension Educator	Exempt	\$45,000	\$51,857	\$58,715
Land Grant Nutrition Extension Educator	Exempt	\$45,000	\$51,857	\$58,715
Food Sovereignty Coordinator	Exempt	\$50,000	\$57,619	\$65,239
Workforce Innovation and Opportunity Director	Exempt	\$55,000	\$63,381	\$71,763
Workforce Innovation and Opportunity Case Manager	Non-Exempt	\$14.00	\$16.13	\$18.27

Table 3. Campus Services

Position Title	Status	Minimum	Midpoint	Maximum
Vice President of Campus Services	Exempt	\$70,000	\$80,667	\$91,334
Administrative Assistant	Non-Exempt	\$14.00	\$16.13	\$18.27
Athletic Director/Head Men's Coach	Exempt	\$60,000	\$69,143	\$78,286
Café Manager	Exempt	\$45,000	\$51,857	\$58,715
Café Assistant	Non-Exempt	\$14.00	\$16.13	\$18.27
Housing Director	Exempt	\$55,000	\$63,381	\$71,763
Housing Administrator	Non-Exempt	\$18.00	\$20.74	\$23.49
Resident Service Administrator	Non-Exempt	\$18.00	\$20.74	\$23.49
Resident Assistant (9 and 12 mo.)	Non-Exempt	\$14.00	\$16.13	\$18.27
Housing Custodian I	Non-Exempt	\$14.00	\$16.13	\$18.27
Housing Custodian II	Non-Exempt	\$14.50	\$16.71	\$18.92
Child Development Center Dir. w/ BS & ND teacher licensure (12 mo.)	Exempt	\$55,000	\$63,381	\$71,763
Child Development Center Billing Technician (12 mo.)	Non-Exempt	\$15.00	\$17.29	\$19.57
Child Development Center Preschool Teacher (9 and 11 mo.)	Non-Exempt	\$15.00	\$17.29	\$19.57
Child Development Center CDC Aide (9 and 11 mo.)	Non-Exempt	\$14.00	\$16.13	\$18.27
Health & Wellness Director	Exempt	\$55,000	\$63,381	\$71,763
Disabilities Services Coordinator	Exempt	\$50,000	\$57,619	\$65,239
Chemical Health Administrator/Domestic Violence Coordinator	Exempt	\$45,760	\$52,733	\$59,706
Wellness Counselor (LSW - 11 mo.)	Exempt	\$45,620	\$52,571	\$59,523
Student Health Center Coordinator (RN Required)	Exempt	\$55,000	\$63,381	\$71,763
Student Health Center LPN (9 mo.)	Non-Exempt	\$18.00	\$20.74	\$23.49
Health Promotion Center Coordinator/Head Women's Coach	Exempt	\$60,000	\$69,143	\$78,286
Health Promotion Custodian	Non-Exempt	\$14.00	\$16.13	\$18.27
Activities Specialist	Non-Exempt	\$14.00	\$16.13	\$18.27

Exercise and Fitness Specialist	Non-Exempt	\$14.00	\$16.13	\$18.27
Cultural Wellness Specialist	Non-Exempt	\$14.00	\$16.13	\$18.27
Elem. School Principal (12 mo.)	Exempt	\$70,000	\$80,667	\$91,334
Elem. School Bus Driver and Custodian (12 mo.)	Non-Exempt	\$16.00	\$18.44	\$20.88
Elem. School Parent Liaison	Non-Exempt	\$20.00	\$23.05	\$26.10
Elem. School Para (AA/AAS)*	Non-Exempt	\$15.00	\$17.29	\$19.57
Elem. School Para (BS)*	Non-Exempt	\$21.28	\$24.52	\$27.77
Elem. School SPED Coordinator (MA/MS)*	Exempt	\$50,000	\$57,619	\$65,239
Elem. School Counselor (MA/MS)*	Exempt	\$38,392	\$44,242	\$50,093
Elem. School Social Worker (LSW)	Exempt	\$38,392	\$44,242	\$50,093
Elem. School Instructional Coach*	Exempt	\$38,392	\$44,242	\$50,093
Elem. School Special Education Teacher*	Exempt	\$44,780	\$51,604	\$58,428
Elem. School Speech Language Pathologist (MA/MS)*	Exempt	\$44,780	\$51,604	\$58,428
FACE Adult Educator (DOI/Certified)*	Exempt	\$38,392	\$44,242	\$50,093
FACE Elem. School Parent Educator (AA/AAS)	Non-Exempt	\$15.00	\$17.29	\$19.57
FACE Early Childhood Educator	Exempt	\$38,392	\$44,242	\$50,093

*Educational Standards and Practices Board (ESPB) Professional Licensure Required.

THEODORE JAMERSON ELEMENTARY SCHOOL 2021-2022 SALARY SCHEDULE

	BA	BA+15*	BA+30*	MA	MA+15*	MA+30*	MA+45*	EdD/PhD
STEP	Degree							
0	43,392	44,694	46,035	47,416	48,838	50,303	51,812	53,367
1	44,043	45,364	46,725	48,127	49,571	51,058	52,590	54,167
2	44,704	46,045	47,426	48,849	50,314	51,824	53,378	54,980
3	45,374	46,735	48,137	49,581	51,069	52,601	54,179	55,804
4	46,055	47,436	48,859	50,325	51,835	53,390	54,992	56,641
5	46,746	48,148	49,592	51,080	52,612	54,191	55,817	57,491
6	47,447	48,870	50,336	51,846	53,402	55,004	56,654	58,353
7	48,158	49,603	51,091	52,624	54,203	55,829	57,504	59,229
8	48,881	50,347	51,858	53,413	55,016	56,666	58,366	60,117
9	49,614	51,102	52,635	54,215	55,841	57,516	59,242	61,019
10		51,869	53,425	55,028	56,679	58,379	60,130	61,934
11		52,647	54,226	55,853	57,529	59,255	61,032	62,863
12		53,437	55,040	56,691	58,392	60,143	61,948	63,806
13		54,238	55,865	57,541	59,268	61,046	62,877	64,763
14		55,052	56,703	58,404	60,157	61,961	63,820	65,735
15		55,878	57,554	59,281	61,059	62,891	64,777	66,721
16			58,417	60,170	61,975	63,834	65,749	67,722
17			59,293	61,072	62,904	64,792	66,735	68,737
18			60,183	61,988	63,848	65,763	67,736	69,768
19			61,086	62,918	64,806	66,750	68,752	70,815
20			62,002	63,862	65,778	67,751	69,784	71,877
21				64,820	66,764	68,767	70,830	72,955
22				65,792	67,766	69,799	71,893	74,050
23				66,779	68,782	70,846	72,971	75,160
24				67,781	69,814	71,909	74,066	76,288
25				68,797	70,861	72,987	75,177	77,432

THESE STEPS WOULD
CAP, BUT WOULD
ALLOW FOR A LUMP
SUM

MERIT INCREASE

*Denotes semester credits earned beyond the bachelor's degree In addition to the above amounts: